



CIVIL SERVICE COMMISSIONS

Public Safety Civil Service Commission

Commissioner Richard Greene, Chair

Commissioner Stacy Connole

Commissioner Tom Applegate

Staff

Andrea Scheele, Executive Director

Sarah Butler, Operations & Policy Advisor

Teresa Jacobs, Executive Assistant

PUBLIC SAFETY CIVIL SERVICE COMMISSION MEETING AGENDA*

The agenda is subject to change to address immediate Commission concerns.

DATE: Thursday, September 19, 2024

TIME: 10:00 a.m.

LOCATION: In person @ **SMT Room 1679**-Seattle Municipal Tower, 700 5th Ave, Seattle, WA 98104.

At the 4th floor main building entry security desk, request elevator access to 16th floor and follow the signs to 1679.



Teams Meeting Login:

https://teams.microsoft.com/l/meetup-join/19%3ameeting_MTY2ZTI0N2QtODE2YS00MDM4LTg3NjltZTc4N2U2NDRhYWRI%40thead.v2/0?context=%7b%22id%22%3a%2278e61e45-6beb-4009-8f99-359d8b54f41b%22%2c%22oid%22%3a%220cc67185-726d-44dc-b9dc-4e989f1dfbad%22%7d

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<https://www.seattle.gov/public-safety-civil-service-commission>



CITY OF SEATTLE
PUBLIC SAFETY CIVIL SERVICE COMMISSION

Agenda
September 19, 2024 @ 10:00 AM
Location: Teams & SMT 1679

1. **CALL TO ORDER**
LAND ACKNOWLEDGEMENT Commission Chair (PSCSC 2.04)

2. **ATTENDEE INTRODUCTIONS**

3. **PUBLIC COMMENT**

4. **APPROVAL OF MINUTES** July 25, 2024, PSCSC Monthly Meeting-Corrected Minutes [Pages 4-5](#)
The minutes have been corrected to reflect the time of adjournment of the meeting, rather than the next meeting date, as was incorrectly recorded in the minutes approved by the commission at the August 19, 2024, meeting.

August 22, 2024, PSCSC Monthly Meeting [Pages 6-7](#)

5. **EXECUTIVE SESSION** May be cancelled if not needed

6. **ACTION ITEMS**

7. **UPDATES/DISCUSSION**
 1. **NEW MEETING FORMAT “TOWN HALL” INTRO-Andrea Scheele, Robby Pennington (SIT)**
 - a. Webinar/Teams Town Hall Basics
 - b. Public Comment – Email and in-person
 2. **INTRODUCTION TO RULEMAKING-EXAMINATIONS** [Pages 8-9](#)
 - c. PSCSC Rule 9.12-Passing Grade
 - d. PSCSC Rule 9.23-Keyed Copy Inspection and Protest
 3. **EXECUTIVE DIRECTOR BUDGET & DEPARTMENTAL UPDATES**
 - e. Budget Update [Page 10](#)
 - f. Department Update
 4. **CASE STATUS REPORT/APEAL UPDATES** [Pages 11-13 CSR](#)
 - g. Hill v. SPD-PSCSC No. 24-01-004A [Pages 14-16](#)
 - h. Dron v. SFD-PSCSC No. 24-02-004A
 5. **FIRE AND POLICE EXAM UNIT UPDATES**
 - i. Police Exams (Rachael Schade, Police Exams Administrator)
 - j. Fire Exams (Yoshiko Grace Matsui, Fire Exams Administrator)
 - k. Fire and Police Staffing (Hiring/Attrition Numbers)
 - l. 2025 Exam Schedule Overview-DRAFT [Pages 17-18](#)

8. OLD/NEW BUSINESS

9. ADJOURNMENT

**Next Meeting Date: October 17, 2024 @ 10:00 am
(Possible Fireboat Pilot Practical Exam Protest Appeal Review)**



CITY OF SEATTLE
PUBLIC SAFETY CIVIL SERVICE
COMMISSION

Corrected-Meeting Minutes

July 25, 2024 @ 10:00 AM

Location Webex and at SMT 1679

1. CALL TO ORDER LAND ACKNOWLEDGEMENT	Commission Chair (PSCSC 2.04) Commission Chair Greene called the July 25, 2024, meeting to order at 10:00 am.
2. ATTENDEE INTRODUCTIONS	Commissioner Greene gave attendees an opportunity to introduce themselves. The following people were present: PSCSC Commissioners: Stacy Connole and Tom Applegate. Commission Staff: Andrea Scheele, Executive Director; Sarah Butler, Operations & Policy Advisor; and Teresa Jacobs, Executive Assistant. Commission Counsel/ Assistant City Attorney: Joe Levan and members of the public were also present.
3. PUBLIC COMMENT	There was no written comment and no members of the public requested to give public comment.
4. APPROVAL OF MINUTES	June 20, 2024, PSCSC Monthly Meeting Commissioner Greene moved to accept the minutes as written. Commissioner Connole seconded the motion. The minutes were approved by acclamation.
5. EXECUTIVE SESSION	May be cancelled if not needed
6. ACTION ITEMS	EXAM PROTEST REVIEWS a. Fireboat Pilot Written Exam Protest Reviews. One Fireboat Pilot candidate was present for the exam protest review. The development committee/subject matter experts provided background on the exam. Commissioner Greene moved to accept the recommendation of the development committee and deny the exam protest review. Commissioner Connole seconded the motion. The motion passed. ENTRY POLICE EXAM VENDOR DUE DILIGENCE REPORT b. Potential vote to adopt Key Findings and Recommendations from the due diligence report. This matter was tabled.
7. UPDATES/DISCUSSION	EXECUTIVE DIRECTOR BUDGET & DEPARTMENTAL UPDATES a. Budget Update b. Department Update c. Save the Date: 43 rd Annual Civil Service Conference October 1-2, 2024 CASE STATUS REPORT/APPEAL UPDATES d. Hill v. SPD-PSCSC No. 24-01-004A

FIRE AND POLICE EXAM UNIT UPDATES

- e. Police Exams (Rachael Schade, Police Exams Administrator)
- f. Fire Exams (Yoshiko Grace Matsui, Fire Exams Administrator)
- g. Fire and Police Staffing (Hiring/Attrition Numbers)

8. OLD/NEW BUSINESS

There was no old/new business.

9. ADJOURNMENT

Commission Chair Greene adjourned the meeting at 11:11 a.m.

Minutes submitted **September 19, 2024**, by: Teresa

Jacobs Minutes Approved Amended
September 19, 2024, by: PSCSC

Signed by PSCSC Commission Chair, Richard Greene

Monthly meetings are recorded, they can be found at:
<https://www.youtube.com/channel/UCglMkgpm-XFGWnnYfMRL4tQ>

Previous recordings may be requested via the public records portal at
<https://www.seattle.gov/public-records>



CITY OF SEATTLE
PUBLIC SAFETY CIVIL SERVICE COMMISSION

Meeting Minutes

August 22, 2024 @ 10:00 AM

Location Webex and at SMT 1679

1.	CALL TO ORDER LAND ACKNOWLEDGEMENT	Commission Chair (PSCSC 2.04) Commission Chair Greene called the August 22, 2024, meeting to order at 10:00 am.
2.	ATTENDEE INTRODUCTIONS	Commissioner Greene gave attendees an opportunity to introduce themselves. The following people were present: PSCSC Commissioners: Stacy Connole and Tom Applegate. Commission Staff: Andrea Scheele, Executive Director; Sarah Butler, Operations & Policy Advisor; and Teresa Jacobs, Executive Assistant. Commission Counsel/ Assistant City Attorney: Joe Levan and members of the public were also present. Not present: Anne Vold, Assistant City Attorney.
3.	PUBLIC COMMENT	There was no written comment and no members of the public requested to give public comment.
4.	APPROVAL OF MINUTES July 25, 2024, Monthly Meeting	Commissioner Greene moved to accept the minutes as written. Commissioner Connole requested corrections to the minutes and seconded the motion. The minutes were approved. <i>The minutes were corrected and will be on the September 19, 2024, meeting agenda for a commission revote.</i>
5.	EXECUTIVE SESSION	The commission did not go into Executive Session.
6.	ACTION ITEMS	ENTRY POLICE EXAM VENDOR DUE DILIGENCE REPORT <i>Potential vote to adopt Key Findings and Recommendations from the due diligence report.</i> The commission discussed and voted on recommendations presented in a slide presentation by Director Scheele. The motions were based on the slide content, not the report. Recommendation 1 , Commissioner Greene moved; Commissioner Connole seconded. The motion passed. Recommendation 2 , the commission agreed that RFPs, if needed, would be at the discretion of the Executive Director and staff. Recommendation 3 , Commissioner Greene moved; Commissioner Applegate seconded. The motion passed.
7.	UPDATES/DISCUSSION	EXECUTIVE DIRECTOR BUDGET & DEPARTMENTAL UPDATES a. Budget Update b. Department Update CASE STATUS REPORT/APPEAL UPDATES c. Hill v. SPD-PSCSC No. 24-01-004A FIRE AND POLICE EXAM UNIT UPDATES

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- d. Police Exams (Rachael Schade, Police Exams Administrator)
 - e. Fire Exams (Yoshiko Grace Matsui, Fire Exams Administrator)
 - f. Fire and Police Staffing (Hiring/Attrition Numbers)

8. OLD/NEW BUSINESS

There was no old/new business.

9. ADJOURNMENT

Commission Chair Greene adjourned the meeting at 11:35 am.

Minutes submitted **September 19, 2024**, by: Teresa Jacobs

Minutes Approved Amended
September 19, 2024, by: PSCSC

Signed by PSCSC Commission Chair, Richard Greene

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Previous recordings may be requested via the public records portal at
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Public Safety Civil Service Commissioners:

Commissioner Richard Greene, Chair
Commissioner Stacy Connole
Commissioner Tom Applegate

My name is Byron Branum, and I am the committee chairperson for the Seattle Fire Departments Promotional Development Committee. I am proposing a change to rule 9.12B in the “**Rules of Practice and Procedures**”.

Currently, the rule states: “For the Fire promotional exams, tests consisting of interview and evaluation records shall be graded with 100% as the maximum and no minimum score shall be set on the oral exam. Candidates will receive whatever score attained on the oral exam up to 100%”.

I propose that a minimum score of 70% is needed on the oral exam to be placed on the final registrar.

I have spoken with Chief Scoggins and the Seattle Fire Department Leadership Team, members of the Promotional Development Committee, representatives from Public Safety Civil Service Commission staff members, Seattle Black Firefighters Association, SFD Women’s Alliance, RSJI Change Team members, Local 27 and Local 2898. These stakeholders all agree that a candidate should be required to have a passing score of at least 70% on the interview and evaluation (oral exam) section of the promotional process

A passing score of 70% should be required on the oral exam as this is where a candidate demonstrates proficiency in “real world” scenarios that encompass presentations, DEI, RSJI, crucial conversations, leadership, correspondence, and tactical decision making. The Seattle Fire Department requires a passing score of their Fire Boat Pilots and Engineers on their practical component and the same should be required of our Lieutenants, Captains and Battalion Chiefs.

This would be in alignment with the current requirement that a candidate must score 70% on the written section of the process to be eligible to move forward. In addition, the Police promotional Oral Boards have a minimum passing score which means this change would bring the procedures in Fire Exams back in line with current Police promotional development procedures.

Thank You for your time and consideration

Byron Schon Branum

Deputy Chief Seattle Fire Department

Cc staff:

Andrea Scheele, Executive Director
Sarah Butler, Operations & Policy Advisor
Teresa Jacobs, Executive Assistant

Oral Exam Examination Results below 70%

Examination Results Fire Lieutenant Promotional

Current List: July 14, 2023-August 15, 2025)

Total Results: 51

Oral Score below 70%=10

Final ranking candidates below 70%

27,41,44,45,46,47,48,49,50,51

Previous Lieutenants List August 15, 2021-August 15, 2023

Total Results: 51

Oral Score below 70% =21

Final ranking of candidates below 70%:

7,17,19,21,25,32,33,35,36,37,40,41,42,44,45,46,47,48,49,50,51

Examination Results Fire Captain Promotional

Current List: August 15, 2022- August 15, 2024

Total Results: 33

Oral Score below 70%= 4

Final ranking of Candidates below 70%: 25,28,29,33

Examination Results Battalion Chief Promotional

Current List: August 15, 2022- August 15, 2025

Total Results: 10

Oral Score below 70%= 2

Final ranking of candidates below 70%: 8,10

Civil Service Commissions (CIV)
Budget Report
September 2024

2024

Department Expenditures by Account and Month		Revenues are reported as negative values																	Version 8.1
Year	2024																		
City Department ID And Name	VC000 - Civil Service Commissions Dept																		
BSL - Budget Program - Master Project - Detail Project	All																		
Fund ID And Name	All																		
Account Grouping Level One	Account Grouping Level Two	Adopted Budget	Revised Budget	01 - Expenses	02 - Expenses	03 - Expenses	04 - Expenses	05 - Expenses	06 - Expenses	07 - Expenses	08 - Expenses	09 - Expenses	10 - Expenses	11 - Expenses	12 - Expenses	YTD Expenses	Encumbrances	Available Balance	Percent Used
Expenditures	Labor	644,162	708,750	53,335	47,946	48,143	49,343	52,067	51,829	116,883	51,817	5,562	-	-	-	476,924	-	231,826	67.3%
	Non-Labor	237,372	332,372	17,894	19,673	19,211	20,357	18,884	19,017	19,517	26,806	16,537	-	-	-	177,897	-	154,476	53.5%
Grand Total		881,534	1,041,122	71,229	67,619	67,353	69,699	70,952	70,846	136,400	78,623	22,099	-	-	-	654,821	-	386,302	62.9%

2023

Year	2023																			Version 8.1
City Department ID And Name	VC000 - Civil Service Commissions Dept																			
BSL - Budget Program - Master Project - Detail Project	All																			
Fund ID And Name	All																			
Account Grouping Level One	Account Grouping Level Two	Adopted Budget	Revised Budget	01 - Expenses	02 - Expenses	03 - Expenses	04 - Expenses	05 - Expenses	06 - Expenses	07 - Expenses	08 - Expenses	09 - Expenses	10 - Expenses	11 - Expenses	12 - Expenses	YTD Expenses	Encumbrances	Available Balance	Percent Used	
Expenditures	Labor	636,080	636,080	37,694	34,871	34,860	34,848	35,064	47,593	47,990	69,028	47,774	47,768	48,080	63,045	548,616	-	87,464	86.2%	
	Non-Labor	258,941	356,613	16,547	22,911	22,218	21,520	21,024	20,558	22,683	22,340	22,022	23,483	18,066	26,725	260,097	-	96,516	72.9%	
Grand Total		895,020	992,692	54,241	57,783	57,077	56,368	56,087	68,152	70,674	91,368	69,797	71,252	66,145	89,770	808,713	-	183,979	81.5%	

**PUBLIC SAFETY CIVIL SERVICE COMMISSION
CASE STATUS REPORT
September 2024**

OPEN APPEAL/EXAM PROTEST/REQUEST FOR DECISION/COMPLAINT								
Type	CASE NUMBER	APPELLANT	RESPONDENT DEPARTMENT	DATE FILED	ISSUE	Register/Exam/ Position	Issue/Requested Outcome/Status	PRESIDING
A	24-01-004A	Hill	SPD	5-21-2024	Discharge		Appellant will move forward with the PSCSC hearing process. 1 st Prehearing TBD	PSCSC
A	24-02-005A	Dron	SFD	9-10-2024	Discharge		PSCSC will review at 9-19-2024 meeting.	PSCSC

CLOSED APPEAL/EXAM PROTEST/REQUEST FOR DECISION								
Type	CASE NUMBER	APPELLANT/ REQUESTOR	RESPONDENT DEPARTMENT	DATE FILED	ISSUE	Register/Exam/ Position	Issue/Requested Outcome/Status	PRESIDED
C	24-07-001C	Collins	SFD	1-25-2024	Complaint		Complaint against SFD. Dismissal Order was issued on April 26, 2024.	PSCSC
A	24-01-001A	Swartz	SPD	2-14-2024	Discharge		Appellant voluntarily withdrew disciplinary appeal.	PSCSC
A	23-01-004A	Willis	SPD	11-13-2023	Suspension		Appellant and Department reached a settlement agreement. Appellant voluntarily withdrew his disciplinary appeal.	PSCSC

A=Appeal (PSCSC 6) E=Exam Protest (PSCSC 9.22) C=Complaint RRM=Request to Review or Modify (PSCSC 2.13.b)

REQUESTS FOR PROBATIONARY EXTENSION
RPE= Request for Probationary Extension (PSCSC 12.0)

CASE NUMBER	DEPT	DATE REQUESTED	POSITION/RANK	APPROVED/DENIED
24-05-001RPE	Police	1/22/2024	Officer	Approved
24-05-002RPE	Police	1/22/2024	Officer	Approved
24-05-003RPE	Fire	1/30/2024	Firefighter	Approved
24-05-004RPE	Fire	1/29/2024	Lieutenant	Approved
24-05-005RPE	Fire	1/29/2024	Firefighter	Approved
24-05-006RPE	Fire	1/29/2024	Firefighter	Approved
24-05-006RRPE (2 nd Request)	Fire	2/15/2024	Firefighter	Approved
24-05-007RPE	Fire	2/15/2024	Firefighter	Approved
24-05-008RPE	Fire	2/29/2024	Firefighter	Approved
24-05-009RPE	Police	2/29/2024	Officer	Approved
24-05-010RPE	Police	3/14/2024	Officer	Approved
24-05-011RPE	Police	3/22/2024	Officer	Approved
24-05-012RPE	Fire	3/28/2024	Firefighter	Approved
24-05-013RPE	Fire	4/2/2024	Captain	Approved
24-05-014RPE	Police	4/4/2024	Officer	Approved
24-05-015RPE	Fire	6/21/2024	Battalion Chief	Approved
24-05-016RPE	Fire	6/21/2024	Lieutenant	Approved
24-05-017RPE	Fire	7/11/2024	Firefighter	Approved

REQUESTS FOR REINSTATEMENT TO ELIGIBLE REGISTER
RFR=Request for Reinstatement (PSCSC 10.03)

CASE NUMBER	DEPT	DATE REQUESTED	POSITION/RANK	DECISION
24-05-001RFR	Fire	12-14-2023	Lieutenant	Recommended
24-05-002RFR	Fire	12-20-2023	Firefighter	Recommended Reinstatement
24-05-003RFR	Police	12-14-2023	Sergeant	Recommended Reinstatement
24-05-004RFR	Fire	1-5-2024	Firefighter	Not Recommended
24-05-005RFR	Police	1-14-2024	Officer	Recommended Reinstatement
24-05-006RFR	Fire	1-11-2024	Firefighter	Recommended
24-05-007RFR	Fire	1-16-2024	Firefighter	Not Recommended
24-05-008RFR	Police	3-8-2024	Officer	Recommended Reinstatement
24-05-009RFR	Fire	3/22/2024	Firefighter	Not Recommended

REQUESTS FOR REINSTATEMENT TO ELIGIBLE REGISTER

-Continued-

CASE NUMBER	DEPT	DATE REQUESTED	POSITION/RANK	DECISION
24-05-010RFR	Police	4-5-2024	Officer	Request Withdrawn
24-05-011RFR	Police	4-5-2024	Officer	Outside Lookback Period
24-05-012RFR	Police	4-16-2024	Officer	Outside Lookback Period
24-05-013RFR	Police	4-30-2024	Officer	Recommended
24-05-014RFR	Police	5-10-2024	Officer	Recommended
24-05-015RFR	Fire	5-20-2024	Firefighter	Not Recommended
24-05-016RFR	Police	5-24-2024	Officer	Recommended
24-05-017RFR	Fire	5-28-2024	Firefighter	2 nd request after reinstatement denied 2023. Informed return to City service by exam (10.03e)
24-05-018RFR	Police	6-4-2024	Officer	Recommended
24-05-019RFR	Police	6-4-2024	Officer	Recommended
24-05-020RFR	Fire	6-9-2024	Firefighter	Not Recommended
24-05-021RFR	Fire	6-10-2024	Firefighter	Recommended
24-05-022RFR	Fire	6-10-2024	Firefighter	Recommended
24-05-023RFR	Fire	6-10-2024	Firefighter	2nd request after reinstatement denied 2023. Informed return to City service by exam (10.03e)
24-05-024RFR	Fire	6-14-2024	Firefighter	Recommended
24-05-025RFR	Fire	6-19-2024	Firefighter	Recommended
24-05-026RFR (2nd Request)	Fire	6-20-2024	Captain	2nd request after reinstatement denied 2023. Informed return to City service by exam (10.03e)
24-05-027RFR	Police	8-8-2024	Officer	Recommended
24-05-028RFR	Fire	9-3-2024	Firefighter	TBD



NOTICE OF APPEAL TO THE PUBLIC SAFETY CIVIL SERVICE COMMISSION

The appeal must be received by the Executive Director **within 10 (ten) days**, following the received date or the postmarked date of the final notice from the department to the appellant.

INSTRUCTIONS: Complete all the pages, sign and attach any documents or correspondence that you have received from the Department related to your appeal. Send by postal or hand deliver to the **Executive Director, Civil Service Commissions 700 5th Avenue, Suite 1670, PO Box 94729, Seattle, WA 98124-472** or email to Andrea.Scheele@seattle.gov or Teresa.Jacobs@seattle.gov

An original signature of the appellant or authorized representative is required for appeals.

I. Dan Dron [REDACTED] [REDACTED]

Appellant's Full Name	Work Address	Work Telephone
<u>[REDACTED]</u>	<u>[REDACTED]</u>	<u>[REDACTED]</u>
Residence Address	City /State/Zip	Home Telephone/Email
<u>Seattle Fire Recruit</u>	<u>Seattle Fire Department</u>	<u>Captain S. Williams</u>
Job Title/Position	Department/Unit	Immediate Supervisor
<u>08/14/2024</u>	<u>08/14/2024</u>	<u>[REDACTED]</u>
Start Date in Position	City Employee Since, Month/Date/Year	Employee ID #

II. **ACTION BEING APPEALED: (check one)**

- Suspension Discharge Demotion

Violation of Article XVI of the Charter of the City of Seattle, PSCSC Ordinance or PSCSC Rules (Please list the rule): Personnel Rule 1.3.3

Other Personnel Related Issue: (Please briefly state the issue): _____

If needed, you may provide the following information on an additional sheet of paper and attach any documents or correspondence that you have received from the Department related to your appeal.

Reason for this appeal (Please include dates, location and action): I have not done anything related to the claims being made by the department. Please see attached additional information below confirming this.

Remedy Sought (What do you want?): I would like to get my job back and be compensated for the time that I have missed from being there.

III. UNION:

WHAT IS THE NAME OF YOUR UNION ASSOCIATION OR GUILD?

IAFF Local Number: 27

I HAVE / I HAVE NOT filed a grievance on the same issues that I identified in this appeal, with my union or bargaining unit.

- This matter IS / IS NOT the subject of arbitration pursuant to a collective bargaining agreement. I don't know

IV. ATTORNEY/AUTHORIZED REPRESENTATIVE:

An Attorney or a representative is **NOT** required for the appeal process.

- Do you have an attorney or another person representing you for this appeal? YES NO
If yes, please have your attorney submit a **NOTICE OF APPEARANCE** to the Commission Office and Department. All documents and information related to the appeal will go to the attorney or representative.

Name: _____

Firm: _____

Address: _____

City of Seattle Civil Service Commissions

Seattle Municipal Tower, 700 Fifth Avenue, Suite 1670 PO Box 94729 Seattle, WA 98124-4729

Tel (206) 233-7118, Fax: (206) 684-0755, <http://www.seattle.gov/CivilServiceCommissions/>

An equal employment opportunity employer. Accommodations for people with disabilities provided upon request

Email: _____

Signature of Attorney/Representative: (If filling out this form):

Date

A. APPELLANT:

If you **do not** have an attorney or a representative, please enter the address where All documents related to this appeal should be sent:

Mailing Address: _____

Personal Email: _____

Home/Cell Phone (Include Area Code): _____

Dan Dron
APPELLANT'S NAME (PLEASE PRINT)


SIGNATURE OF APPELLANT

09/09/24
DATE

City of Seattle Civil Service Commissions

Seattle Municipal Tower, 700 Fifth Avenue, Suite 1670 PO Box 94729 Seattle, WA 98124-4729

Tel (206) 233-7118, Fax: (206) 684-0755, <http://www.seattle.gov/CivilServiceCommissions/>

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City of Seattle Fire & Police Exams Unit

Examination Dates and Timelines

Fall 2024 and 2025

Firefighter– Application, Testing, Oral Boards

- Application Period: October 4 – November 29
- NTN Video Exams: October 11 – December 6
- Oral Boards: Jan 21 - Feb 14, 2025 (no Sundays)
- Register published: Tentatively March 3, 2025

Promotional Exams Open Application Period

- **Application Period: December 31 – January 14**

Police Lieutenant – Written Exam

- Written Exam: March 7
- Protest Period: March 10-12
- Appeal Period: March 13-14
- PSCSC Meeting (Appeal Review): March 27 (CHANGE)

Fire Lieutenant – Written Exam

- Written Exam: March 8
- Protest Period: March 10-12
- Appeal Period: March 13-14
- PSCSC Meeting (Appeal Review): March 27 (CHANGE)

Police Captain – Oral Board

- Oral Board Exam: April 4 – 11
- Protest Period: April 14-16
- Appeal Period: April 17-18
- PSCSC Meeting (Appeal Review): May 29 (CHANGE)
- Register: August 29, 2025

Police Lieutenant – Oral Board

- Oral Board Exam: April 28 – May 2
- Protest Period: May 5-7
- Appeal Period: May 8 - 9

- PSCSC Meeting (Appeal Review): May 29 (CHANGE)
- Register: August 29, 2025

Fire Lieutenant – Oral Board

- Oral Board Exam: May 17 & 18
- Protest Period: May 19, 20, 21
- Appeal Period: May 22, 23
- PSCSC Meeting (Appeal Review): May 29 (CHANGE)
- Register: August 15, 2025

Fire Lieutenant – Assessment Week

- Oral Board Assessment Week: June 23 – 27

Fireboat Engineer – Written Exam

- Written Exam: June 9
- Protest Period: June 10, 11, 12
- Appeal Period: June 13, 16
- PSCSC Meeting (Appeal Review): July 17

Fireboat Engineer – Practical Exam

- Practical Exam: September 8 – 12
- Protest Period: September 15, 16, 17
- Appeal Period: September 18, 19
- PSCSC Meeting (Appeal Review): October 16
- Register: December 15, 2025